



Vacant Positions Motivate Change

Earlier this year Lynchburg City Manager Kim Payne was faced with hiring several leadership positions when the directors of Public Works and Community Planning and Development left the City for other positions. In what Payne called a "perfect storm" of opportunity, he seized the moment and used the vacancies to take a hard look at how the organization develops and maintains the physical environment of the City.

After conducting a number of interviews with the affected departments, community and business leaders and others, the city manager took three actions to reorganize the people, equipment and resources that work to improve and maintain the Lynchburg community. The three actions included separating the former Utilities Division from the Department of Public Works and creating a stand alone Utilities Department. Secondly, Payne merged the former Public Works Engineering Division and the Community Planning and Development Department into a new Department of Community Development. This merger is expected to provide a more integrated approach to community development—building and rebuilding the City's 50 square miles to be the best it can be. The hiring of a new director of Community Development is in its final stages and is expected to be announced in the next few months.

At the same time, the ongoing maintenance of the City's infrastructure and the delivery of public services are just as critical to the City's success and therefore, the city manager combined the Buildings and Grounds, Streets, and Waste Management divisions into a new "leaner and meaner" Public Works Department. According to City Manager Payne, such a large scale change is full of challenges for managers and employees, yet the change also presents an extraordinary opportunity for all involved.

"It is a time for each of us (City employees) to step up and work to improve communications, processes, and direct service to the citizens of Lynchburg," said Payne. "While the reorganization is not specifically intended to reduce the size of the workforce, economies of scale, and more collaborative work processes may allow some positions to be redirected or reassigned to higher priority service needs. If over the longer term, we can reduce staff size, we will do so."

In addition to the changes made by the City Manager, two other leadership positions left vacant by

retirements have recently been filled. Donna Witt, the former acting director of Financial Services, has recently been named director of that department. Tamara Rosser, former acting director of Juvenile Services, has been named Director of the department.

In announcing their appointment, Deputy City Manager Bonnie Svrcek, said, "We did nationwide searches for both positions but it soon became apparent that we already had the individuals with the necessary knowledge and leadership in the acting positions.

Meet the individuals that have assumed their new roles:



Dave Owen
Director of Public Works

Dave has been with the City for 27 years. Before accepting his new position as director of Public Works, he served as the City's Solid Waste Director for 13 years, and prior to that was the City's Traffic Engineer for 14 years.



Gaynelle Hart
Assistant Public Works Director

Gaynelle was the former Building and Grounds Director. Gaynelle has worked in various other capacities with the City since 1987.



Tim Mitchell
Director of Utilities

Tim has worked with the City since May of 2000. Before accepting his current position Tim was initially hired as the Utilities Engineer, after which he served as Acting Director and Assistant Director of Utilities at various times.



Tamara Rosser
Director of Juvenile Services

Tamara has been with the City for 10 years. Prior to accepting the new position as Director of Juvenile Services, she served as manager of planning and evaluation for Human Services.



Donna Witt
Director of Financial Services

Donna began her career with the City in 1999 as the Assistant Director of Financial Services.

boat, Marshall. The rail cars include a 1947 steam locomotive and tender and a 1910 caboose from the Norfolk and Western Railroad. The historic packet boat Marshall, once called "the Queen of the James," carried the body of Stonewall Jackson to his final resting place in Lexington. The Fink Deck Truss Bridge, constructed between 1850 and 1875, is designated a National Historic Civil Engineering Landmark. It was used by the Norfolk and Western railroad, and is the only known survivor of its type in the nation.

During the expansion of Lynchburg's parks and trails system in the late 20th century, Riverside Park remained intact, though perhaps a bit neglected. The affection felt for the park by the community has always been evident in the generous donations of citizens, with gifts of trees, playground equipment, benches, gardens and other features. Several "friends" groups have been active in Riverside Park throughout its history, seeking ways to preserve and improve their park.

Today, the park is poised for revival with many exciting partnerships in place to help reconnect the park to the community. The Department of Parks and Recreation is partnered with the Lynchburg Kiwanis Club, Lynchburg Historical Foundation, and the Lynchburg Garden Club to facilitate work on specific projects and to work collaboratively to develop and implement a Master Plan. Master planning of the park will begin this fall and physical improvements will begin soon thereafter. Several community forums will be held this fall and early winter.

As part of master planning, the Lynchburg Garden Club is compiling a history of the park and is seeking photographs and recollections of the park's early days. If you have photographs or historical knowledge of the park, please contact Heidi James at 384-0682. For more information on Riverside Park please contact Kay Frazier, Director of Parks and Recreation at 455-5868.

Police Department Accepting Applications for Citizens Police Academy



The Lynchburg Police Department invites you to participate in the 18th Citizens Police Academy. The classes begin on **Tuesday, September 19**. The classes will be held on Tuesday nights from 6:30 p.m.- 9:00 p.m., with one Saturday class. This course is open to those interested in becoming better citizens and for people wishing to learn more about law enforcement. Even though you will not be trained as a law enforcement officer, you will gain a better understanding of police work.

Topics in this 10-week program include:

- Firearms / Tactical Operations
- Evidence and Forensic Science
- Crime Prevention
- Domestic Security
- 911 Procedures and Tour of Lyn-Comm
- K-9 Patrol
- LPD Hiring Process
- Defensive Tactics
- Police Traffic Stops

If you are interested in this program, you will need to complete an application. These forms can be located at our website (www.lyncburgva.gov) or may be obtained at the Crime Prevention Office located at 805 Court Street. Please call 455-6070 if you have questions or need any assistance. There is no cost to participate in this program.

City Now Accepting Applications for the Citizens Academy



The City of Lynchburg is committed to fostering active participation in city government through community education. A well-informed and participatory citizenry is essential to maintaining a healthy and vital community.

During the past three years, approximately 70 citizens have participated in the Citizens Academy. The Citizens Academy is designed to give participants an insight into the operation of City departments with the goal of having better informed citizens who will bring their specialized knowledge of how City government works back to their respective neighborhoods.

A series of twelve (12) interactive, informational sessions are presented weekly beginning on **Thursday, September 7**. Class participants meet at various government locations around the city. The sessions are lead by City department representatives, and often-times present a hands-on approach to learning about specific services provided by the City.

If you are interested in being a part of this exciting opportunity please call the Department of Communications and Marketing at 455-3800 to receive an application. The application is also available online at www.lyncburgva.gov or pick up one at the Public Library or at the Information Desk at City Hall. The deadline is **August 25**.

Noted Author to Speak at Public Library

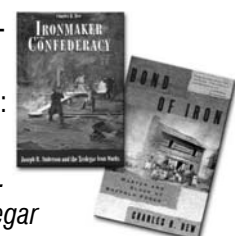


ASKING LARGE QUESTIONS IN SMALL PLACES:

The Slave Ironworkers of Buffalo Forge and Oxford Furnace, VA, will be the topic of a program given by

Dr. Charles B. Dew, Ephraim Williams Professor of History at Williams College in Massachusetts on **August 19 at 2:00 p.m.**, at the Lynchburg Public Library. The program is open and free to the public.

Dr. Dew is an award-winning author of several books including: *Ironmaker to the Confederacy: Joseph R. Anderson and the Tredegar Iron Works*, *Bond of Iron: Master and Slave at Buffalo Forge*, and *Apostles of Disunion: Southern Secession Commissioners and the Causes of the Civil War*. A reception will follow the program and Dr. Dew will be available to sign copies of his books. A limited number of his books will be available for sale.



The program is sponsored by the Lynchburg Public Library, Lynchburg Museum System, Legacy Museum of African-American History, the Martin Luther King Center, and Jones Memorial Library. For information, please call the Lynchburg Museum at (434) 847-1459.

Antiques Roadshow for Books



Tuesday, September 5 at 7:30 p.m.

The Lynchburg Public Library will host a book appraisal session with Jim Presgraves in the Library's community meeting room at 2315 Memorial Avenue. Presgraves will speak about book collecting, and then appraise books for members of the audience. The book appraisal fee is \$5.00 per book. Presgraves has been buying and selling books for over forty years. He is the proprietor of Bookworm & Silverfish in Wytheville, a bookstore specializing in out-of-print books and appraisals. For more information, call the Library at 455-6310.

Riverside Park to Undergo Improvements

The Department of Parks and Recreation has received a \$250,000 Enhancement Grant from the Virginia Department of Transportation to be used for master planning and implementing the first phase of improvements of Riverside Park.

Riverside Park became the second public park in Lynchburg in 1922 and from its earliest days, it has been popular with the community. By the 1940's, roadways, gardens, numerous tree plantings, walkways and a swimming pool were all in place. Many of the



structures in the park were built by the Works Progress Administration (WPA) and workers from the City Farm. The swimming pool was very successful, and remained the major

recreational attraction at Riverside until all public City pools were closed in 1961. An outdoor "transportation museum" created in 1962 became the new attraction in the park, drawing thousands of visitors each year. The museum showcased three historic railroad cars, a Fink Deck Truss bridge and the hull of the packet